Appl. No. 09/742,458
Amdt. dated March 31, 2006
Reply to Office Action of January 23, 2006

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Amendments to the Claims:

This listing of claims will replace all prior versions, and listings, of claims in the application:

Listing of Claims:

1   1-18.   (Canceled)

1   19.   (Currently Amended) A system for workforce procurement and
2   management using a hosted network application, comprising:
3   a plurality of web servers for hosting a workforce procurement and management
4   application;
5   at least one database server;
6   at least one database for storing a plurality of data including the workforce
7   procurement and management application, wherein the workforce procurement and management
8   application includes a plurality of modules accessible at varying levels to different participants in
9   a hosted workforce procurement and management process, the modules comprising,
10   ~~an exchange module comprising a search function;~~
11   a skills fulfillment module comprising,
12   a ~~skills~~ requirement function for specifying ~~skills required~~ a
13   staffing requirement for a project; and
14   a settlement function for tracking expenditures on ~~a~~ the project;
15   an exchange module comprising a search function for matching a digital
16   portfolio of a contractor to the staffing requirement for the project, wherein the contractor is
17   hired for the project; and
18   a resource management module comprising a work journal function for
19   collecting information about ~~an activity of an individual contractor on an ongoing project, the~~
20   ~~information describing the activity~~ work performed on the project by the hired contractor ~~during~~
21   ~~the ongoing project in which the contractor is hired~~; and

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22   a knowledge management module comprising a reporting function and an

23 analysis function; and

24   ~~maintaining a database coupled to the plurality of modules~~.

1   20. (Original) The system of claim 19, wherein the exchange module further

2 comprises:

3   a sourcing function for specifying sourcing preference and rules for a project; and

4   a transaction management function for managing a hiring process including

5 sourcing, interviewing, and negotiation.

1   21. (Previously Presented) The system of claim 19, wherein the skills

2 fulfillment module further comprises:

3   a request for proposal (RFP) function for entering an RFP;

4   a work order function for documenting terms and conditions of a project;

5   a purchase order function for generating a purchase order in response to an

6 approved work order;

7   a logistics management function for facilitating the logistical components of a

8 hiring process including management of blood testing, badging, and facilities;

9   a fulfillment management function for managing the fulfillment of sourcing

10 requirements, including maintaining a status of sourcing requirements; and

11   a risk management function for facilitating the pre-qualification of a contractor

12 and a consultant and for monitoring compliance with government rules and regulations.

1   22. (Original) The system of claim 19, wherein the resource management

2 module further comprises an expense reporting function.

1   23-24. (Canceled)

1   25. (Currently Amended) The system of claim 19 ~~24, wherein the participant~~

2 ~~includes a contractor, a staffing supplier, and a recruiter, and~~ wherein the <u>staffing requirement</u>

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3   predetermined criteria includes a list of staffing suppliers, and a list of skills, and wherein the

4   staffing requirement is predetermined criteria are generated by the analysis function.

1   26.   (Currently Amended) The system of claim 19 25, wherein the different

2   participants include a contractor who is an individual contingent worker, a client who is an

3   employee of an enterprise, a recruiter who sells a service of finding contingent workers, and a

4   staffing supplier who sells a service of finding contingent workers, including finding multiple

5   contingent workers to staff a project, wherein the different participants have varying levels of

6   access to the hosted network application based upon attributes, wherein attributes include

7   personal attributes associated with a participant, and enterprise attributes associated with an

8   enterprise using the hosted network application.

1   27.   (Currently Amended) The system of claim 19, wherein the work journal

2   function comprises:

3   the contractor entering receiving data into a work journal data entity, wherein the

4   entered data comprises,

5   hours worked by the hired contractor;

6   type of work done by the hired contractor; and

7   comments regarding work done by the hired contractor;

8   a client who is a manager reviewing the work journal data entity;

9   the manager approving receiving an approval of the work journal data entity; and

10   the manager entering comments into the work journal data entity.

1   28-29. (Canceled)

1   30.   (Currently Amended) The system of claim 21, wherein the work order

2   function comprises:

3   a participant generating a work order based upon a successful search for a

4   contractor;

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5   ~~at least one participant~~ <u>receiving a review of</u> ~~reviewing~~ the work order at ~~least~~ one

6   level in order to determine whether to approve the work order;

7   if the work order is not approved, returning the work order to a level below the

8   level at which it was not approved; and

9   collecting data regarding the work order, approval, and failure to approve in the

10   database, wherein the knowledge management module accesses the collected data.

1   31-32. (Canceled)

1   33.   (Previously Presented) The system of claim 21, wherein the request for

2   proposal function comprises:

3   receiving a request for proposal including a list of required contingent workers

4   and their associated skills;

5   linking the request for proposal with a project specification that includes data

6   regarding a project to be staffed;

7   generating a search based upon the request for proposal and the project

8   specification, wherein the search uses the exchange module;

9   broadcasting at least part of the request for proposal to publicly accessible

10   applications;

11   receiving responses to the request for proposal; and

12   conducting bargaining based upon responses to the request for proposal including

13   auctions and reverse auctions.

1   34.   (Canceled)

1   35.   (Currently Amended) The system of claim 19, wherein the analysis

2   function comprises:

3   automatically performing an analysis of at least one report based upon criteria

4   selected by a participant; and

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5   ~~the participant~~ _receiving a change of_ ~~changing~~ at least one attribute based upon a

6   review of the analysis _by the participant_.

1   36.   (Original) The system of claim 19, wherein the hosted network

2   application is hosted on the Internet.

1   37-40. (Canceled)

1   41.   (New) A method for workforce procurement and management using a

2   hosted network application, the method comprising:

3   receiving, into a requirement function from a client, a staffing requirement for a

4   project;

5   matching a digital portfolio of a contractor to the staffing requirement for the

6   project, wherein the contractor is hired for the project ; and

7   collecting, into a work journal function, information about work performed on the

8   project by the hired contractor.

1   42.   (New) The method of claim 41, further comprising receiving a review of

2   the work performed on the project by the hired contractor.

1   43.   (New) The method of claim 41, further comprising tracking expenditures

2   on the project with a settlement function.

1   44.   (New) The method of claim 41, further comprising analyzing the

2   performance of the hired contractor and reporting the analysis.

1   45.   (New) The method of claim 41, further comprising reporting expenses

2   incurred on the project.

1   46.   (New) The method of claim 41, wherein the staffing requirement includes

2   a list of suppliers and skills for the project.

1   47.   (New) The method of claim 41, further comprising:

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2   receiving a sourcing preference and a set of rules for the project; and

3   managing a hiring process including sourcing, interviewing, and negotiation with

4 a transaction management function.

1   48. (New) The method of claim 41, wherein the client is a an employee of an

2 enterprise, a recruiter who sells a service of finding contractors, or a staffing supplier who sells a

3 service of finding contractors, wherein the different participants have varying levels of access to

4 the hosted network application based upon attributes, wherein attributes include personal

5 attributes associated with a participant and enterprise attributes associated with an enterprise

6 using the hosted network application.

1   49. (New) The method of claim 41, wherein the matching comprises

2 performing a search for a contingent position based upon criteria entered by a contractor,

3 wherein the contingent position is associated with the project.

1   50. (New) The method of claim 41, further comprising:

2   receiving a request for proposal (RFP) for a specification of the project, including

3 a list of required contractors and their associated skills;

4   documenting terms and conditions of a project with a work order function;

5   generating a purchase order in response to an approved work order with a

6 purchase order function;

7   facilitating the logistical components of a hiring process including management of

8 blood testing, badging, and facilities with a logistics management function;

9   managing the fulfillment of sourcing requirements, including maintaining a status

10 of sourcing requirements with a fulfillment management function; and

11   facilitating the pre-qualification of a contractor and a consultant and for

12 monitoring compliance with government rules and regulations with a risk management function.

1   51. (New) The method of claim 50, further comprising:

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2   generating a search based upon the request for proposal and the project

3 specification;

4   broadcasting at least part of the request for proposal to publicly accessible

5 applications;

6   receiving responses to the request for proposal; and

7   conducting bargaining based upon responses to the request for proposal including

8 auctions and reverse auctions.

1   52. (New) The method of claim 41, wherein the collecting of information into

2 the work journal function comprises:

3   receiving hours worked by the hired contractor;

4   receiving information as to the type of work done by the hired contractor;

5   receiving comments regarding work done by the hired contractor; and

6   receiving an approval of the work journal information.

1   53. (New) The method of claim 52, further comprising automatically

2 updating the digital portfolio of the hired contractor with data from the approved work journal.

1   54. (New) The method of claim 41, further comprising:

2   receiving a plurality of digital portfolios, each for a different contractor; and

3   matching more than one digital portfolio to the staffing requirement for the

4 project.

1   55. (New) The method of claim 41, further comprising:

2   populating a first of a plurality of digital portfolios, each for a different contractor,

3 with data extracted from an electronic resume; and

4   populating a second of the digital portfolios with data from systems external to

5 the hosted network application.

1   56. (New) The method of claim 54, wherein the matching comprises

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2   performing a search of the digital portfolios of the contractors based upon the

3   staffing requirement received from the client.

1   57.   (New) The method of claim 56, further comprising:

2   generating a work order based upon a successful match of a digital portfolio;

3   receiving a review at a first level of the work order to determine whether to

4   approve the work order;

5   if the work order is not approved, returning the work order to a level below the

6   first level; and

7   collecting data regarding the work order, approval, and failure to approve.

1   58.   (New) The system of claim 19, wherein the work journal function further

2   comprises a work journal approval function that receives a review of the work performed by the

3   hired contractor.

1   59.   (New) The system of claim 19, wherein the search function comprises:

2   performing a search for a contingent position based upon criteria entered by a

3   contractor, wherein the contingent position is associated with the project.

1   60.   (New) The system of claim 27, wherein the work journal function further

2   comprises automatically updating the digital portfolio of the hired contractor with data from the

3   work journal.

1   61.   (New) The system of claim 19, further comprising a digital portfolio

2   function including:

3   populating a first of a plurality of digital portfolios, each for a different contractor,

4   with data extracted from an electronic resume; and

5   populating a second of the digital portfolios with data from systems external to

6   the hosted network application.

1   62.   (New) The system of claim 61, wherein the search function comprises:

2   performing a search of the digital portfolios of the contractors based upon the

3   staffing requirement of the project.

1   63.   (New) An information storage medium having a plurality of instructions

2   adapted to direct an information processing device to perform an operation for workforce

3   procurement and management using a hosted network application, the operation comprising the

4   steps of:

5   receiving, into a requirement function from a client, a staffing requirement for a

6   project;

7   matching a digital portfolio of a contractor to the staffing requirement for the

8   project, wherein the contractor is hired for the project ; and

9   collecting, into a work journal function, information about work performed on the

10   project by the hired contractor.

1   64.   (New) The information storage medium of claim 63, further comprising

2   receiving a review of the work performed on the project by the hired contractor.

1   65.   (New) The information storage medium of claim 63, wherein the

2   collecting of information into the work journal function comprises

3   receiving hours worked by the hired contractor;

4   receiving information as to the type of work done by the hired contractor;

5   receiving comments regarding work done by the hired contractor; and

6   receiving an approval of the work journal information.

1   66.   (New) The information storage medium of claim 65, further comprising

2   automatically updating the digital portfolio of the hired contractor with data from the approved

3   work journal.

1   67.   (New) The information storage medium of claim 63, further comprising:

2   populating a first of a plurality of digital portfolios, each for a different contractor,

3   with data extracted from an electronic resume; and

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4   populating a second of the digital portfolios with data from systems external to

5 the hosted network application.

1   68.   (New) The information storage medium of claim 63, further comprising:

2   receiving a request for proposal (RFP) for a specification of the project, including

3 a list of required contractors and their associated skills;

4   documenting terms and conditions of a project with a work order function;

5   generating a purchase order in response to an approved work order with a

6 purchase order function;

7   facilitating the logistical components of a hiring process including management of

8 blood testing, badging, and facilities with a logistics management function;

9   managing the fulfillment of sourcing requirements, including maintaining a status

10 of sourcing requirements with a fulfillment management function; and

11   facilitating the pre-qualification of a contractor and a consultant and for

12 monitoring compliance with government rules and regulations with a risk management function.

1   69.   (New) The information storage medium of claim 68, further comprising:

2   generating a search based upon the request for proposal and the project

3 specification;

4   broadcasting at least part of the request for proposal to publicly accessible

5 applications;

6   receiving responses to the request for proposal; and

7   conducting bargaining based upon responses to the request for proposal including

8 auctions and reverse auctions.

1   70.   (New) A method for workforce procurement and management using a

2 hosted network application, the method comprising:

3   receiving, into a requirement function from a client, a staffing requirement for a

4 project;

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5   matching a digital portfolio of a contractor to the staffing requirement for the

6   project, wherein the contractor is hired for the project ; and

7   collecting, into a work journal function, information about work performed on the

8   project by the hired contractor, wherein the information relates to the type of work performed by

9   the contractor;

10   receiving an approval of the work journal information; and

11   automatically updating the digital portfolio of the hired contractor with data from

12   the approved work journal.